

EMPLOYER'S EXHIBIT

13Employee Acknowledgement Form

The employee handbook describes important information about Shamrock Cartage, Inc. and I understand that I should consult the Human Resources Manager regarding any questions not answered in the handbook. I have entered into my employment relationship with Shamrock Cartage, Inc. voluntarily and acknowledge that there is no specified length of employment. I understand that my employment is "AT-WILL." I further understand that neither this handbook nor any Shamrock Cartage, Inc. procedure or policy creates any contractual commitment on the part of Shamrock Cartage, Inc. and that either Shamrock Cartage, Inc. or myself can terminate the employment relationship at any time, for any reason, or for no reason at all.

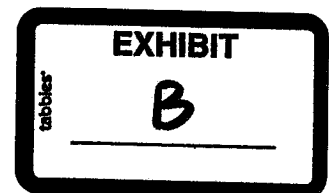
Since the information, policies, and benefits described here are necessarily subject to change, I acknowledge that revisions to the handbook may occur, except to Shamrock Cartage, Inc.'s policy of employment-at-will. All such changes will be communicated through official notices, and I understand that revised information may supersede, modify, or eliminate existing policies. Only the chief executive officer of Shamrock Cartage has the ability to adopt any revisions to the policies in the handbook.

Furthermore, I acknowledge that the handbook is neither a contract of employment, nor a legal document. I have received the handbook and I understand that it is my responsibility to read and comply with the policies contained in the handbook and any revisions made it.

Employee's Name: Share Q Smith
(Please print)

Employee's Signature: Share Q Smith

Date Signed: 02/27/2017



1. Introduction

1.1 Handbook Disclaimer

The contents of this handbook serve only as guidelines and supersede any prior handbook. Neither this handbook, nor any other policy or practice, creates an employment contract, or an implied or express promise of continued employment with the Company. Employment with Shamrock Cartage Inc is "AT-WILL." This means employees or Shamrock Cartage Inc may terminate the employment relationship at any time, for any reason, with or without cause or advance notice. As an at-will employee, it is not guaranteed, in any manner, that you will be employed with Shamrock Cartage Inc for any set period of time.

The Company has the right, with or without notice, in an individual case or generally, to change any of the policies in this handbook, or any of its guidelines, policies, practices, working conditions or benefits at any time. No one is authorized to provide any employee with an employment contract or special arrangement concerning terms or conditions of employment unless the contract or arrangement is in writing and signed by the president and the employee.

1.2 Welcome Message

Dear Valued Employee,

Welcome to Shamrock Cartage Inc! We are pleased with your decision to join our team.

Shamrock Cartage Inc is committed to providing superior quality and unparalleled customer service in all aspects of our business. We believe each employee contributes to the success and growth of our Company.

This employee handbook contains general information on our policies, practices, and benefits. Please read it carefully. If you have questions regarding the handbook, please discuss them with your supervisor or the Jeramie Ibarra.

Welcome aboard. We look forward to working with you!

Sincerely,

Jeramie Ibarra

1.3 Changes in Policy

Change at Shamrock Cartage Inc is inevitable. Therefore, we expressly reserve the right to interpret, modify, suspend, cancel, or dispute, with or without notice, all or any part of our policies, procedures, and benefits at any time with or without prior notice. Changes will be effective on the dates determined by Shamrock Cartage Inc, and after those dates all superseded policies will be null and void.

No individual supervisor or manager has the authority to alter the foregoing. Any employee who is unclear on any policy or procedure should consult a supervisor or the Jeramie Ibarra.

2. General Employment

2.1 At-Will Employment

Employment with Shamrock Cartage Inc is "at-will." This means employees are free to resign at any time, with or without cause, and Shamrock Cartage Inc may terminate the employment relationship at any time, with or without cause or advance notice. As an at-will employee, it is not guaranteed, in any manner, that you will be employed with Shamrock Cartage Inc for any set period of time.

The policies set forth in this employee handbook are the policies that are in effect at the time of publication. They may be amended, modified, or terminated at any time by Shamrock Cartage Inc, except for the policy on at-will employment, which may be modified only by a signed, written agreement between the President and the employee at issue. Nothing in this handbook may be construed as creating a promise of future benefits or a binding contract between Shamrock Cartage Inc and any of its employees.

2.2 Immigration Law Compliance

Shamrock Cartage Inc is committed to employing only United States citizens and aliens who are authorized to work in the United States.

In compliance with the Immigration Reform and Control Act of 1986, as amended, each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present documentation establishing identity and employment eligibility. Former employees who are rehired must also complete the form if they have not completed an I-9 with Shamrock Cartage Inc within the past three years, or if their previous I-9 is no longer retained or valid.

Shamrock Cartage Inc may participate in the federal government's electronic employment verification system, known as "E-Verify." Pursuant to E-Verify, Shamrock Cartage Inc provides the Social Security Administration, and if necessary, the Department of Homeland Security with information from each new employee's Form I-9 to confirm work authorization.

2.3 Equal Employment Opportunity

Shamrock Cartage Inc is an Equal Opportunity Employer. Employment opportunities at Shamrock Cartage Inc are based upon one's qualifications and capabilities to perform the essential functions of a particular job. All employment opportunities are provided without regard to race, religion, sex, pregnancy, childbirth or related medical conditions, national origin, age, veteran status, disability, genetic information, or any other characteristic protected by law.

This Equal Employment Opportunity policy governs all aspects of employment, including, but not limited to, recruitment, hiring, selection, job assignment, promotions, transfers, compensation, discipline, termination, layoff, access to benefits and training, and all other conditions and privileges of employment.

The Company will provide reasonable accommodations as necessary and where required by law so long as the accommodation does not pose an undue hardship on the business. This policy is not intended to afford employees with any greater protections than those which exist under federal, state or local law.
